

In the Claims:

1. (Currently Amended) A method performed by a computing apparatus comprising:
 - a) defining a role for fulfilling a desired business outcome and associated with a required skill having a required skill level and a defined performance;
 - b) associating an individual with the role, the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;
 - c) quantifying a first actual performance metric for a the defined performance of an individual carrying out a task before an event occurrence bearing on increasing the an actual skill level for a particular the possessed skill of the individual, wherein increasing the actual skill level of the individual may or may not bear on increase the defined performance of the individual carrying out the task;
 - d) quantifying a second actual performance metric for the defined performance of the individual carrying out the task after the event occurrence;
 - e) analyzing a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence; and
 - f) determining a result of whether the event occurrence increasing the actual skill level of the individual also increases the defined performance of the individual on an ability of the individual to carry out the task based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

2-3. (Cancelled)

4. (Currently Amended) The method of Claim 3 1 further comprising:
 - analyzing a difference between the required skill level for the role and the actual skill level of the individual; and
 - determining if training is necessary to raise the actual skill level to the required skill level.

5. (Currently Amended) The method of Claim 3 1 wherein the defining step further comprises associating a desired performance metric for the defined performance associated with the role and further comprising associating the individual having an actual performance metric correlating with the desired performance metric of the role to the role.
6. (Currently Amended) The method of Claim 1 further comprising:
 - d)—comparing the actual skill level of the individual before and after the event occurrence; and
 - e)—correlating any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the task defined performance.
7. (Currently Amended) The method of Claim 1 further comprising:
 - d)—comparing the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and
 - e)—determining a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance task.
8. (Currently Amended) The method of Claim 1 wherein the event occurrence is a training event bearing on the actual skill level of the individual and further comprising:
 - d)—quantifying a first actual performance metric for the defined performance of a second individual associated with the role carrying out the task before the training event;
 - e)—quantifying a second actual performance metric for the defined performance of the second individual carrying out the task after the training event, wherein the second individual is not subjected to the training event; and
 - f)—comparing the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

9. (Currently Amended) The method of Claim 8 further comprising:
 - g) identifying an increase between the first and second actual performance metrics of the individual and the second individual; and
 - h) indicating an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.
10. (Cancelled)
11. (Currently Amended) A computer readable medium comprising software for instructing a computer to:
 - a) define a role for fulfilling a desired business outcome and associated with a required skill having a required skill level and a defined performance;
 - b) associate an individual with the role, the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;
 - c) quantify a first actual performance metric for the defined performance of the individual carrying out a task before an event occurrence bearing on increasing the actual skill level for a particular possessed skill of the individual, wherein increasing the actual skill level of the individual may or may not bear on increasing the defined performance of the individual carrying out the task;
 - d) quantify a second actual performance metric for the defined performance of the individual carrying out the task after the event occurrence;
 - e) analyze a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence; and
 - f) determine a result of whether the event occurrence increasing the actual skill level of the individual also increases the defined performance of the individual on an ability of the individual to carry out the task based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

12-13. (Cancelled)

14. (Currently Amended) The computer readable medium of Claim 13 11 further comprising instructions to:

analyze a difference between the required skill level for the role and the actual skill level of the individual; and

determine if training is necessary to raise the actual skill level to the required skill level.

15. (Currently Amended) The computer readable medium of Claim 13 11 further comprising instructions to:

further define the role by associating a desired performance metric for the defined performance associated with the role; and

associate the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

16. (Currently Amended) The computer readable medium of Claim 11 further comprising instructions to:

d) compare the actual skill level of the individual before and after the event occurrence; and

e) correlate any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.

17. (Currently Amended) The computer readable medium of Claim 11 further comprising instructions to:

d) compare the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and

e) determine a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.

18. (Currently Amended) The computer readable medium of Claim 11 wherein the event occurrence is a training event bearing on the actual skill level of the individual and further comprising instructions to:
 - d)—quantify a first actual performance metric for the defined performance of a second individual associated with the role carrying out the task before the training event;
 - e)—quantify a second actual performance metric for the defined performance of the second individual carrying out the task after the training event, wherein the second individual is not subjected to the training event; and
 - f)—compare the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.
19. (Currently Amended) The computer readable medium of Claim 11 18 further comprising instructions to:
 - d)—identify an increase between the first and second performance metrics of the individual and the second individual; and
 - e)—indicate an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.
20. (Cancelled)
21. (Currently Amended) A system comprising:
 - a) a user interface; and
 - b) a central processing unit associated with the user interface and adapted to:
 - i. define a role for fulfilling a desired business outcome and associated with a required skill having a required skill level and a defined performance;
 - ii. associate an individual with the role, the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;

- iii. quantify a first actual performance metric for a the defined performance of an individual carrying out a task before an event occurrence bearing on increasing the an actual skill level for a particular the possessed skill of the individual, wherein increasing the actual skill level of the individual may or may not bear on increase the defined performance for of the individual carrying out the task;
- iv. quantify a second actual performance metric for a the defined performance of the individual carrying out the task after the event occurrence;
- v. analyze a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence; and
- vi. determine a result of whether the event occurrence increasing the actual skill level of the individual also increases the defined performance of the individual on an ability of the individual to carry out the task based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

22-23. (Cancelled)

24. (Currently Amended) The system of Claim 23 21 wherein the central processing unit is further adapted to:

analyze a difference between the required skill level for the role and the possessed skill level of the individual; and

determine if training is necessary to raise the actual skill level to the required skill level.

25. (Currently Amended) The system of Claim 23 21 wherein the central processing unit is further adapted to:

further define the role by associating a desired performance metric for the defined performance associated with the role; and

associate the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

26. (Currently Amended) The system of Claim 21 wherein the central processing unit is further adapted to:
 - iv.—compare the actual skill level of the individual before and after the event occurrence; and
 - v.—correlate any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.
27. (Currently Amended) The system of Claim 21 wherein the central processing unit is further adapted to:
 - iv.—compare the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and
 - v.—determine a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.
28. (Currently Amended) The system of Claim 21 wherein the event occurrence is a training event bearing on the actual skill level of the individual and the central processing unit is further adapted to:
 - iv.—quantify a first actual performance metric of a second individual associated with the role carrying out the defined performance before the training event;
 - v.—quantify a second actual performance metric of the second individual carrying out the defined performance after the training event, wherein the second individual is not subjected to the training event; and
 - vi.—compare the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

29. (Currently Amended) The system of Claim 21 wherein the central processing unit is further adapted to:
 - iv.—identify an increase between the first and second actual performance metrics of the individual and the second individual; and
 - v.—indicate an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.
30. (Cancelled)